

75-2033  
26 AUG 1975

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT : Report of Lateral Movement of Personnel

1. This report relates to the recommendation of the Commission on CIA Activities Within the United States that the Agency provide for increased lateral movement of personnel among the Directorates and bring persons with outside experience into the Agency. With the implementation of the Annual Personnel Plan (APP) and the Personnel Development Program (PDP) in the Agency in Fiscal Year 1974, there has been a continuing emphasis on rotational assignments within and between the Directorates and the Independent Offices and a special effort to increase the lateral entry of experienced personnel from other Government agencies and the private sector.

2. The report of lateral entry from outside the Agency is taken from master computer records. The statistical data for the inter- and intra-Directorate rotational tours are taken from the FY 1975 APP and reflect FY 1974 achievements and the FY 1975 goals. The FY 1975 achievements are a part of the FY 1976 APP Report which is not scheduled to be completed until late October 1975.

3. Despite a declining overall personnel complement, the Agency emphasis on the lateral entry of experienced personnel has been highly successful. Personnel in grades GS-12 and above are generally considered to provide the experienced officer in contrast to the junior-graded employees who offer academic training or short-term government or private industry experience. In FY 1974 [ ] professional officers in grades GS-12 or above entered on duty; they comprised [ ] percent of the total professional input for that year. In FY 1975 [ ] professional employees in grades GS-12 and above came on board, 29 percent of the new professional group of [ ]

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4. In the past several years there has been a significant movement of personnel on rotational tours between Offices of a Directorate. Because of the widely different functions of the various components of a Directorate, this movement in many instances makes as important a contribution to career development and to cross-fertilization as does an inter-Directorate move. In FY 1974 the Career Services reported [ ] rotational moves within the Directorates for professional employees beginning with grades GS-07, heavily weighted in the middle grades of GS-13 through GS-15. There were [ ] and above officers. The goals for FY 1975 were approximately the same.

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5. In FY 74 the Annual Personnel Plan reported ☐ professional employees on rotational assignment to another Career Service, 62 in grades GS-14 and GS-15 and ☐ in grades GS-16 and above. The goal for FY 75 is the same with a slightly different distribution. In addition to these rotational assignments, there were approximately ☐ changes of Career Service designation in the GS-12 and above grade group in FY 74.

6. Given the problems of rotational assignment or change of career direction in any Agency with the diverse functions of the numerous professional disciplines involved, the numbers in this report reflect a sizeable movement between Offices and Directorates. We believe they clearly indicate a serious intent on the part of Agency management to create an atmosphere for open exchange and interchange of experience. Conformance with the recommendations of the Commission is inherent in this part of the overall personnel management program in the Agency.

/s/ F. W. M. Janney

F. W. M. Janney  
Director of Personnel

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